

SIDE LETTER TO THE LODI CITY MID-MANAGEMENT ASSOCIATION MOU

- A. The City of Lodi and the Lodi City Mid Management Association currently operate under a Memorandum of Understanding effective January 1, 2008 through December 31, 2011.
- B. This Addendum is entered for the purpose of addressing the continued significant budget crisis caused by the current economic downturn.

For the above reasons the parties agree that members of the bargaining group will:

Article I: Salary and Term:

Amend Section 1.6 as follows: Bargaining unit members agree to accept one unpaid furlough day per month from July 1, 2011 through June 30, 2012. Furlough days will be scheduled by the City on a Friday that fits with the City's 9/80 and holiday schedule.

Article III: Deferred Compensation:

Eliminate section 3.2.

Article VIII: Retirement:

Amend 8.1 "Employee's 7% paid by City." as follows:

"Employee's 7% will be paid both by LCMMA (3.3%) and by City (3.7%)."

Notwithstanding any other provisions applicable to the employee from any other source, the employee is responsible for the three point three percent (3.3%) employee share of their CalPERS retirement benefit. City will take actions necessary to make employees' PERS payment pre-tax. Deductions become effective in the July 11, 2011 pay period.


Article XV: Medical Insurance:

Add 15:2 Employer will contribute the full cost (minus the Employee's Share) of the lowest cost PERS HMO Medical Plan available to employees in Lodi's geographical area (excluding Porac) toward Employee's selected PERS health care provider between the pay periods in which January 1, 2012 through June 30, 2012 fall. The lowest cost

medical plan will be the lowest cost plan as of January 2012 for Employee's coverage category of: 1) employee, 2) employee plus one, or 3) family. If Employee selects a higher cost plan, Employee will pay the difference (and the Employee's Share) as a payroll deduction. The Employee's Share shall be \$0.00 for the employee only coverage category, \$80.00 per month for employee plus one and \$104.00 per month for family.

This Addendum shall not become effective until approved by the Lodi City Council. Moreover it is entered with the understanding that similar operational savings will be implemented with respect to all City bargaining units and Executive Management. Similar operational savings shall include but not be limited to savings achieved by an individual or combination of reductions including but not limited to elimination of positions, furloughs, salary reductions, minimum staffing reductions, overtime restrictions, limits on cash out benefits and elimination of deferred compensation matching programs.

CITY OF LODI,
a municipal corporation



KONRADT BARTLAM
City Manager

DEAN GUALCO
HR Manager

LODI CITY MID-MANAGEMENT ASSN.



KEVIN BELL
President


JOSEPH WOOD
Vice President

ATTEST:



RANDI JOHL, J.D., City Clerk

APPROVED AS TO FORM:



D. STEPHEN SCHWABAUER
City Attorney